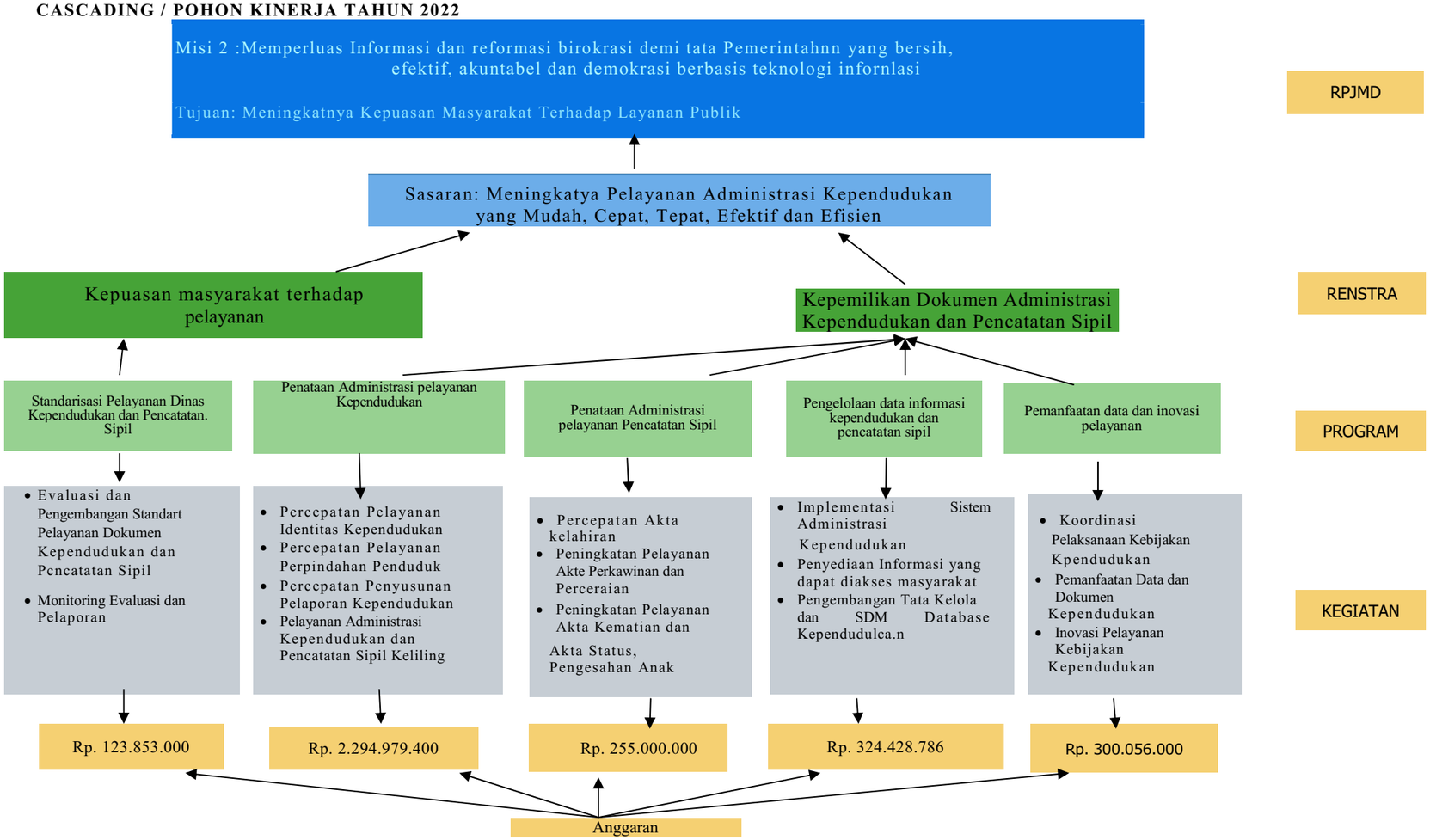CASCADING / POHON KINERJA TAHUN 2022